

# COMPETENCE STANDARDS REVIEW

Outcome of the revision of the Medical Radiation Technologists Board's Competence Standards.

Tēnā koutou,

## Background

The Board last reviewed the Competence Standards for medical imaging and radiation therapy practitioners in 2018. In September 2022, the Board invited medical imaging and radiation therapy practitioners to assist and provide feedback on the Board's draft Competence Standards. A list of the practitioners who assisted the Board with this critical piece of work is provided at the end of this document. Feedback from medical imaging and radiation therapy practitioners and associated stakeholders was sought through a wider consultation process in October 2022.

This report summarises the key themes of the feedback received and the final decision of the Board in terms of the changes to the Competence Standards.

## Consultation Feedback

A seven-week period was allowed for the consultation process with 36 responses received, three of those being from representative organisations (professional bodies). 3,661 practitioners hold a current practising certificate in a medical imaging or radiation therapy scope of practice.

While the response rate from individual practitioners was very low (<1%) the Board acknowledges the responses received from the three organisations were provided on behalf of their respective memberships.

Several themes were evident in the feedback received:

- Safety of practice and risk management has been diluted compared to previous standards and needs to be elaborated on in the revised standards.
- Evidence based practice, including research, needs to be addressed.
- The training scopes are not mentioned in the revised standards.
- Competencies 1.4 and 1.5 should be combined as practitioners should have a commitment to understanding the health perspectives of all cultures.
- There should be more emphasis on the multicultural aspects of New Zealand.
- There needs to be a behaviour aimed at communication with patients – specifically delivering news/medical diagnoses to patients.
- The professionalism domain should specifically address punctuality and attitude.
- Social media and ethics need to be expanded on.

In respect of the consultation feedback themes, the Board made a number of observations:

- One of the changes to the revision of the competence standard document, is the amalgamation of the previous 'Domain Four – Safety of Practice and Risk Assessment' into each scope competency instead of having a separate domain. The Board is satisfied safety of practice and risk management is duly covered in the competency 'delivery of safe and quality services' within each modality.

- The Board considered the feedback provided about incorporating a reference to evidence-based practice into the competence standards and agreed that a research behaviour would be appropriate as an addition to each modality's competency.
- The Board disagrees with combining competencies 1.4 - *Practise medical imaging/radiation therapy within the cultural diversity of Aotearoa New Zealand* and 1.5 - *Commitment to Hauora Māori* as Hauora Māori is the Māori world view of health and unique to Aotearoa New Zealand. It is appropriate to be recognised separately because of our obligations under Te Tiriti o Waitangi. Furthermore, behaviour 1.4.6 - *Recognise inequities in the health status for Māori, Pasifika, disabled and other marginalised groups and incorporate strategies into own practice to contribute towards addressing those*, is inclusive of other multicultural groups within Aotearoa New Zealand.
- The Board received feedback that behaviour 1.2.6 - *Demonstrate collegial working which includes sharing of professional strengths with others* required further information to fully capture practitioners sharing professional strengths with others and respecting and working alongside other professional groups. The Board considered the feedback and made amendments to 1.2.6 which now reads - *Demonstrate collegial behaviours with colleagues and other health professionals which includes respect, sharing of professional strengths and manaakitanga*. Furthermore, it is expected that the term 'collegial behaviours' is inclusive of punctuality and a professional attitude with colleagues and other health professionals.
- Concerns were raised about the wording of 7.2.5 - *Document and communicate the results of the sonographic examination to the relevant health professionals including the referring clinician* which suggests sonographers are always and solely responsible for communicating with the referring clinician. The Board acknowledged the concerns and revised the competency to now read - *Document and communicate the results of the sonographic examination to the reporting medical practitioner. In some circumstances the sonographer may be responsible for documenting and communicating the examination findings directly to the referring medical practitioner and patient*.
- The trainee scopes of practice have not been included in the revised Competence Standards because those who hold a trainee scope are not yet qualified practitioners. When considering the competency standards for a trainee, the competence standards for the full scopes of practice should apply.
- The Board's *Code of Ethical Conduct* policy are standards set by the Board to describe the conduct or behaviour expected of registered medical imaging and radiation therapy practitioners. The *Code of Ethical Conduct* is the overarching document that describes professional conduct and should be read in conjunction with other Board-issued conduct specific documents such as the *Social Media Guidelines* and the *Competence Standards*, thus explicit statements about ethical conduct and social media have not been made within the Competence Standards.
- In addition, the Board has noted minor grammatical changes to some of the competencies within the medical imaging and radiation therapy scopes and these have been amended accordingly.

## Conclusion

The Medical Radiation Technologists Board would like to take this opportunity to thank those individuals and groups who took the time to read and respond to the consultation document on its 2022 review of the Competence Standards.

Nāku noa nā



Dr Sue Calvert  
**Chief Executive**

## Appendix One – Competency Standards Workshop Hui Participants (September 2022)

<b>Name</b>	<b>Scope of Practice/Position</b>
Danielle Duff	Radiation Therapist
Alli Copland	Radiation Therapist
Rob Lane	Radiation Therapist
Helen Walsh	Cardiac Sonographer
Stacey Neilson	Sonographer
Jo McCann	Sonographer
Martin Necas	Sonographer
Mari Murumets	Sonographer
Ryan Burgess	Nuclear Medicine Technologist
Maddi Barden	Nuclear Medicine Technologist
Clare McKenzie	Nuclear Medicine Technologist
Karen Roeske	Nuclear Medicine Technologist
Pippa Bresser	Nuclear Medicine Technologist
Raewyn Feast	MRI Technologist
Alison Pinfold	MRI Technologist
James Whittaker	MRI Technologist
Shelley Park	MRI Technologist
Jessie Brillard	MRI Technologist
Karen Wills	Medical Imaging Technologist
Katie Watson	Medical Imaging Technologist
Sylvia Mokuane	Medical Imaging Technologist
Karin Reid	Medical Imaging Technologist
<b>Educators</b>	<b>Scope of Practice/Position</b>
Donna Mabin	Ara Institute of Canterbury
Shohn Wormgood	UCOL
Peter Larsen	University of Otago
Jo Thorogood	Unitec
<b>Medical Radiation Technologists Board</b>	<b>Scope of Practice/Position</b>
Carol Bagnall	Sonographer
Billie Mudie	Educator
Pru Burns	Nuclear Medicine Technologist
Peter Dooley	MRI Technologist
Lizzie Macaulay	Medical Imaging Technologist
Susan Yorke	Lay member
Anthony Bow	Lay member
Mary Doyle	CEO
Caleb Bridgeman	Registrar
Miriam Brown	Communications and Projects Manager
Devon Davies	Communications and Projects Coordinator